

MARICOPA COUNTY BOARD OF SUPERVISORS MINUTE BOOK

**SPECIAL MEETING
July 9, 2002**

The Board of Supervisors of Maricopa County, Arizona convened at 9:00 a.m., July 9, 2002, in the Board of Supervisors' Conference Room, Tenth Floor, 301 W. Jefferson, Phoenix, Arizona, with the following members present: Don Stapley, Chairman; Fulton Brock, Vice Chairman; Andy Kunasek, Max W. Wilson, and Mary Rose Wilcox. Also present: Fran McCarroll, Clerk of the Board; Alma Hernandez, Administrative Coordinator; Sandi Wilson, Deputy County Administrator; and Paul Golab, Deputy County Attorney. Votes of the Members will be recorded as follows: (aye-no-absent-abstain).

PRESENTATION: MARICOPA COUNTY SHERIFF'S OFFICE – JAIL AND PUBLIC SAFETY ISSUES

Item: Presentation by the Maricopa County Sheriff's Office regarding needs for the jail and public safety issues. (ADM3900)

Maricopa County Sheriff Joe Arpaio appeared before the Board urging them to consider public safety issues and jail overcrowding. Of the 2,500 Sheriff's Office employees, approximately 1,100 of them work in the jail facilities. The jails' capacity is approximately 5,200, but the jail population reached a record-breaking 8,168 last month. Funds from a previous sales tax, still in effect, are being used to construct two new jails, which are near completion, but because of the impact of national events and a downturn in the economy, operational funds are lacking. Sheriff Arpaio stated that public safety is a main role of government and, as sheriff, his main role is to protect the detention officers, which is becoming increasingly difficult in the overcrowded jails.

In response to questions from Supervisor Brock, Loretta Barkell, Maricopa County Sheriff's Office, reported that the cost to operate the current jail facility is \$84 million. An additional cost of \$50 million will be needed to operate the new facilities, which includes costs for hiring staff and inmate meals and clothing.

Chief Deputy Dave Hendershott reiterated that the paramount concern for the Sheriff's Office is the safety of detention officers. Photos were displayed of the overcrowded dayrooms illustrating the poor work environment. Only one detention officer is available to monitor inmates in overcrowded dayrooms. Attempts have been made to support the jails through the General Fund without soliciting a tax. However, this issue is nearing a crisis level and steps must be taken to ensure the safety of the detention officers.

Sheriff Arpaio stated that his office had implemented cost-cutting measures such as inmate tents, low-cost food and other "get tough" programs. Although it is uncomfortable to ask the public for assistance through a tax measure, Sheriff Arpaio stated he felt an ethical and moral responsibility to do so. He added that this request is really "asking for the support of the people."

Sandi Wilson, Deputy County Administrator, reported that continuing the sales tax would help support the juvenile facilities and correctional health activities with an estimated cost of over \$20 million. Added to the anticipated cost of \$60 million for operations, the total would exceed the amount generated from the tax.

In response to Supervisor Brock's inquiry about the total amount needed, Ms. Wilson answered that an estimated \$102 million could potentially be raised through a sales tax, all of which could easily be used for operating costs associated with adult and juvenile detention facilities.

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Supervisor Kunasek asked Ms. Wilson to comment on Maricopa County's lack of authority to initiate a sales tax for criminal justice funding compared to that of other counties in the state. Ms. Wilson explained that every other county in the state has the ability to implement a half cent sales tax without requesting authority from the state legislature, but Maricopa County does not.

DISCUSSION AND ACTION: NOTICE OF INTENT TO CALL FOR BALLOT MEASURE

Item: Notice of the intent to call for a ballot measure to be voted on at the November 5, 2002, General Election, seeking approval for a continuing Maricopa County jail facilities excise tax to take effect in the month following the expiration of the current tax, pursuant to legislative authority granted by A.R.S. §42-6109.01 and A.R.S. §19-141. The Board gives notice that persons wishing to file arguments advocating or opposing the ballot measure must do so by 5:00 p.m., on Wednesday, August 7, 2002, by filing arguments not more than three hundred words in length and paying the required publication fee of \$25 per argument. (C5003020M) (ADM414-004)

Motion was made by Supervisor Wilson, seconded by Supervisor Brock, and unanimously carried to approve the item as recommended. (5-0)

Chairman Stapley commented that this agenda item announces the Board's intention to place an excise tax measure on the ballot. Publicly announcing this intention allows persons wishing to file arguments advocating or opposing the ballot measure the opportunity to do so by 5:00 p.m., on Wednesday, August 7, 2002, by filing arguments not more than three hundred words in length and paying the required publication fee of \$25 per argument.

Supervisors Wilcox and Wilson individually expressed their appreciation to Sheriff Arpaio for coming forward on this issue.

DISCUSSION AND ACTION: TOTAL COMPENSATION – GAINSHARING PROGRAM

Item: Employee Gainsharing Program as authorized by the Maricopa County Employee Compensation Plan, Section VIII. (C35020046) (ADM3345)

Supervisor Wilcox commented that she supports the concept of gainsharing but requested further explanation on how programs would be funded. Brian Hushek, Office of Management and Budget, explained that each participating department would determine the details surrounding implementation of their program, but in general, any savings resulting from the program would pay for the monetary awards. Support for the programs and policy has been positive among the departments. Supervisor Wilcox suggested that some money could be allocated for the program from the contingency fund.

Motion was made by Supervisor Brock, seconded by Supervisor Wilson, and unanimously carried to approve the item as recommended. (5-0)

Employee Gainsharing Programs Policy

I. PURPOSE

The purpose of the Employee Gainsharing Program Policy is to provide a procedure under which Employee Gainsharing Programs may be adopted by the Board of Supervisors for

Maricopa County departments and the Judicial Branch, and the Board of Directors for Special Districts, as authorized by the Employee Compensation Plan, so that County and Judicial Branch Departments/Special Districts can encourage employees to find new revenue sources and/or ways to achieve greater cost savings.

II. POLICY GUIDELINES

Maricopa County, the Judicial Branch and Special Districts adhere to the fundamental principle that its employees are critical to the delivery of the many high quality, cost-effective services. Our employees are also the best source of innovative ideas and process improvements to further improve both the quality and efficiency of those services. The concept of "employee gainsharing" supports these principles by offering County and Judicial Branch/Special District employees the opportunity to share in the benefits derived from their efforts to enhance revenues and improve efficiencies, while improving service quality as well.

III. PROGRAM

Maricopa County elected and appointed departments, the Judicial Branch and Special Districts may participate in the Employee Gainsharing Program as defined in this policy. County and Judicial Branch Departments/Special Districts may, either individually or as part of a group of departments or functions, design and implement specific gainsharing programs for their employees. It is intended that an equal amount be shared with each eligible employee under the plan.

1. The Managing for Results Corporate Review Team shall review all Gainsharing Programs prior to submission to the Board of Supervisors/Board of Directors. Board of Supervisors/Board of Directors approval is required to implement all gainsharing programs.
2. All Gainsharing Programs must be based on Managing for Results (MFR) performance measures that are either derived from or directly support the County and Judicial Branch Department's/Special District's MFR strategic plan.
3. Gainsharing Program awards shall be funded from the cost reductions or revenue enhancements identified as performance criteria in the plan. Each County and Judicial Branch Department/Special District must remain within its expenditure budget in order to distribute an award under the plan. The total amount distributed under the plan must not exceed one half of the savings or revenue enhancements generated under the plan. The remaining savings will be returned to the respective Fund. The following fiscal year expenditure budget will be reduced by the full-year impact of the expenditure savings realized. A program involving revenue enhancement will award its participants in the following fiscal year, in order for the revenue to be properly budgeted through an increased expenditure authority.
4. Individual employee awards may not exceed \$2,000 per fiscal year, and may be awarded periodically as defined by the County and Judicial Branch Department's/Special District's plan.
5. All employees (excluding temporary) who have worked for Maricopa County, the Judicial Branch or a Special District at least six consecutive months by the end of the

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measurement period, may be eligible for an award as defined by the County or Judicial Branch Department's/Special District's plan. In addition, to be eligible to receive an award, an individual employee's performance must consistently meet or exceed departmental standards during the measurement period, and the employee must have actively contributed toward the goals of the plan for at least one half of the measurement period.

6. To earn a gainsharing award, an employee must remain employed through the date of award distribution or be retired. Employees who have transferred from one County or Judicial Branch Department/Special District to another County or Judicial Branch Department/Special District may be permitted to receive an award as defined by the appropriate plan.
7. Each proposed Gainsharing Program must comply with this policy, or must identify any provision that does not comply and request approval of the exception.

MEETING RECESSED

The meeting was recessed to reconvene as the Board of Directors for the Flood Control, Library and Stadium Districts.

MEETING RECONVENED AND ADJOURNED

There being no further business to come before the Board, the meeting was adjourned.

Don Stapley, Chairman of the
Board

ATTEST:

Fran McCarroll, Clerk of the Board